

EXHIBIT 3

PARTNER SUMMARY BY CITY

Percentage of Partners by Billing Rate Level

NATIONAL														
City	No. of Firms	Avg. Billable Hours	STANDARD HOURLY BILLING RATES											
			<\$175	\$175-234	\$235-294	\$295-354	\$355-414	\$415-474	\$475-534	\$535-594	\$595-654	\$655-714	\$715-775	>\$755
Atlanta	9	1,675		4.5%	14.9%	37.3%	31.3%	10.4%	1.5%					100%
Baltimore	5	1,932			36.4%	59.1%	4.5%							100%
Boston	9	1,581		2.4%	16.7%	64.3%	16.7%							100%
Chicago	15	1,713	1.1%	0.1%	4.3%	13.5%	15.3%	21.5%	16.9%	9.3%	8.9%	5.3%	3.3%	100%
Cleveland/Columbus	20	1,627	9.0%	13.9%	47.9%	22.9%	5.6%			0.7%				100%
Dallas	10	1,697		14.4%	51.5%	26.8%	7.2%							100%
Denver	10	1,765	16.7%	23.3%	46.7%	13.3%								100%
Houston	10	1,931	2.6%	21.8%	26.9%	33.3%	11.5%	3.8%						100%
Kansas City/St. Louis	19	1,596	2.4%	38.2%	41.2%	15.3%	2.9%							100%
Los Angeles	9	1,939		0.6%	1.2%	4.9%	14.5%	26.2%	32.8%	11.0%	4.7%	2.6%	1.2%	100%
Miami	15	1,639	2.3%		10.1%	66.7%	14.0%	7.0%						100%
Milwaukee/Madison	10	1,361		39.1%	45.7%	15.2%								100%
Minneapolis/St. Paul	20	1,643	2.7%	6.0%	28.2%	30.9%	20.1%	8.4%	2.4%	0.8%	0.5%			100%
New York City	8	1,725			0.8%	6.8%	16.0%	17.1%	15.6%	20.2%	14.4%	3.4%	3.0%	100%
Philadelphia	9	1,757	17.2%	7.0%	26.3%	30.1%	11.3%	8.1%						100%
Phoenix	16	1,819	5.3%	39.8%	46.6%	7.5%	0.8%							100%
Portland	5	1,675	8.7%		56.5%	21.7%	13.0%							100%
Salt Lake City	14	1,519	4.5%	59.1%	34.1%	2.3%								100%
San Francisco	15	1,790		2.7%	2.3%	6.8%	17.4%	27.4%	30.1%	7.8%	5.0%	0.5%		100%
Seattle	10	1,636	13.1%	37.3%	35.9%	13.7%								100%
Washington, DC	19	1,784			9.3%	27.9%	23.2%	17.3%	14.2%	4.9%	2.0%	0.7%	0.4%	100%
Average	257	1,691	2.9%	9.8%	18.1%	20.1%	13.9%	12.9%	10.7%	5.2%	3.6%	1.5%	1.0%	100%

ASSOCIATE SUMMARY BY CITY

Average Hourly Billing Rates by Class Year

NATIONAL			2004		2003		2002		2001		2000		1999		1998		Total
City	No. of Firms	Avg. Billable Hours	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	
Atlanta	9	1,738	\$158	10	\$171	15	\$182	18	\$215	21	\$228	18	\$247	10	\$256	22	114
Baltimore	5	1,933			\$143	4	\$152	2	\$177	5	\$175	1	\$185	3	\$200	1	16
Boston	9	1,631	\$185	1	\$220	3	\$205	3	\$235	2	\$230	2	\$249	4	\$265	2	17
Chicago	15	1,778	\$198	73	\$212	78	\$210	98	\$241	79	\$262	50	\$266	80	\$245	63	521
Cleveland/Columbus	20	1,657	\$152	10	\$161	9	\$169	9	\$178	9	\$199	6	\$184	8	\$194	33	84
Dallas	10	1,790	\$132	8	\$146	8	\$165	9	\$172	8	\$178	5	\$176	7	\$189	5	50
Denver	10	1,689	\$138	7	\$138	3	\$152	2			\$165	1	\$190	3	\$192	4	20
Houston	10	1,838	\$163	5	\$167	12	\$176	11	\$177	15	\$190	14	\$207	13	\$228	36	106
Kansas City/St. Louis	19	1,696	\$136	8	\$143	12	\$159	13	\$169	17	\$159	5	\$186	10	\$198	7	72
Los Angeles	9	1,939	\$209	34	\$230	43	\$273	56	\$321	51	\$342	45	\$351	45	\$370	28	302
Miami	15	1,611	\$158	11	\$189	6	\$185	6	\$200	8	\$228	7	\$234	7	\$223	11	56
Milwaukee/Madison	10	1,482	\$170	4	\$160	4	\$162	2	\$182	3	\$160	1	\$185	1			15
Minneapolis/St. Paul	20	1,691	\$147	41	\$154	27	\$168	42	\$178	38	\$180	38	\$201	20	\$210	110	316
New York City	8	1,745	\$259	35	\$258	55	\$274	61	\$321	51	\$327	48	\$376	48	\$339	26	324
Philadelphia	9	1,821	\$154	16	\$164	22	\$172	26	\$177	25	\$180	20	\$201	30	\$222	60	199
Phoenix	16	1,799	\$150	6	\$151	9	\$162	7	\$172	7	\$178	8	\$184	10	\$184	24	71
Portland	5	1,825			\$165	1	\$140	2	\$180	1	\$185	1	\$195	2	\$125	2	9
Salt Lake City	14	1,567	\$136	6	\$154	6	\$159	11	\$168	5	\$180	3	\$185	4	\$182	11	46
San Francisco	15	1,837	\$223	15	\$254	32	\$270	52	\$280	33	\$308	34	\$314	17	\$348	22	205
Seattle	10	1,617	\$136	11	\$148	7	\$163	10	\$162	9	\$188	4	\$165	5	\$203	16	62
Washington, DC	19	1,860	\$190	31	\$218	47	\$226	54	\$254	48	\$262	34	\$281	37	\$301	47	298
Total/Average	257	1,730	\$167	332	\$181	403	\$196	494	\$206	435	\$227	345	\$236	364	\$246	530	2,903